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OCCUPATIONAL
SURVEY REPORT

AERIAL GUNNER

AFSC 1A7X1

OSSN: 2478

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PREFACE

This report presents the results of an Air Force Occupational Survey of the Aerial Gunner career ladder (AFSC 1A7X1). Authority for conducting an occupational survey is contained in AFI 36-2623. Copies of this report and pertinent computer printouts are distributed to the Air Force Career Field Manager, technical training school, all major using commands, and other interested operations and training officials.

First Lieutenant Kristen Barrera, Inventory Development Specialist, developed the survey instrument. Second Lieutenant Alicia Thompson, Occupational Analyst, analyzed the data and wrote the final report. Ms. Karen Tilghman provided computer-programming support, and Ms. Dolores Navarro provided administrative support. Major Jose Caussade, Chief, Airman Analysis Section, reviewed and approved this report for release.

Additional copies of this report may be obtained by writing to AFOMS/OMYXI, 1550 5th Street East, Randolph AFB TX 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our website at https://www-r.omsq.af.mil/.

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OCCUPATIONAL SURVEY REPORT (OSR)
AERIAL GUNNER
(AFSC 1A7X1)

EXECUTIVE SUMMARY

1. <u>Survey Coverage</u>: The Aerial Gunner career ladder was surveyed to obtain current task, software, and equipment data for use in evaluating current training programs. The data will also be used to support Specialty Knowledge Test (SKT) development. Surveys were sent to 300 Active Duty (AD), 24 Air National Guard (ANG), and 25 Air Force Reserve Command (AFRC) personnel. Survey results were based on 155 members responding (144 AD, 3 ANG, and 8 AFRC). The OSR includes only AD members given the low return numbers for the ANG and AFRC.

2. <u>Specialty Jobs</u>: Structure analysis identified one job within the specialty. This career ladder is mainly performing general aerial gunner operations with a slight distinction between rotary wing and fixed wing.

3. <u>Career Ladder Progression</u>: Because the survey had such low numbers for 3- and 9-skill levels, career ladder progression couldn't be analyzed for them. What was noted, though, was the distinction between 5- and 7-skill-level members with the 7-skill-level members spending 11% of their time performing supervisory/management activities while 5-skill-level members are spending 5% of their time performing supervisory/management activities.

4. <u>Training Analysis</u>: Due to the fact that there was only one individual captured in the 1-48 months TAFMS, training analysis could not be completed. However, data for 49-96 and 97+ months TAFMS were collected and can be used by personnel in the career ladder.

5. <u>Job Satisfaction Analysis</u>: In general, job satisfaction among most 1A7X1 personnel was good. Expressed job interest and sense of accomplishment rated high while there was a slight decrease in percentages when looking at perceived use of training. Reenlistment intentions were relatively high for these members.

6. <u>Predictive Retention Analysis</u>: Members in both TAFMS groups agreed on several factors potentially influencing their decision to reenlist. Top factors for reenlistment include: pay and allowances, esprit de corps/morale, military lifestyle, and retirement benefits. Top factors for separating were more sporadic compared to reenlistment factors with some top factors being civilian job opportunities, location of present assignment, work schedule, enlisted evaluation system, senior Air Force leadership, and unit manning.

INTRODUCTION

Air Force Occupational Measurement Squadron (AFOMS)

Occupational Analysis Program

Simply put, our mission is to provide occupational data for decisionmakers allowing them to make informed personnel, training, and education decisions based, not on opinion and conjecture, but on empirical, quantitative data.

Survey Development Process

An occupational survey begins with a job inventory (JI) -- a list of all the tasks performed by members of a given Air Force Specialty Code (AFSC) as part of their actual career field work (that is, additional duties and the like are not included.) We strive to ensure that every function career field members perform is included by working very closely with technical training personnel, the Air Staff, and operational subject-matter experts (SMEs) to produce a task list that is complete and understandable to the typical job incumbent filling out the survey. The SMEs also ensure the task list is written to the same level of specificity across duty areas and that each task is mutually exclusive, that it is not covered in the task list more than once.

In addition to this comprehensive task list, job inventories include a number of background questions that deal with demographic information, job satisfaction, equipment usage, and any other area that our customers may desire to focus on.

Furthermore, the JI is only one of the surveys that AFOMS produces. The JI task list is used in creating several other surveys that are important for developing and refining career field training programs and for developing career field promotion tests; these surveys and how their results are used will be described shortly.

Survey Administration

The sample of members who receive the JI primarily depends on the size of the career ladder. We typically survey 100% of all eligible members in career ladders numbering 3,000 members or less. For career ladders larger than 3,000 assigned members, we typically select a random sample of half of the eligible members. Return rates (the percentage of surveys we receive back from the field) generally run 70% or greater. All this combines to produce very large and very representative samples in almost every study we conduct, compared for example to the samples obtained by private commercial surveying and marketing firms, and this in turn leads to highly accurate information about the work and demographics of the career field.

When the number of tasks is large, responding to the JI can be somewhat time-consuming for the Air Force member, but it is a simple process. Respondents are asked to examine each task and indicate

whether they do or do not perform that task in their current job. They are then asked to rate each task they marked on a scale of 1 to 9 based on how much relative time they spend performing that task in their present job.

Survey Analysis

Survey responses are processed using a set of computer programs called the Comprehensive Occupational Data Analysis Programs (CODAP). We are able to calculate some important basic information about each task from the information that respondents provide in the JI: the Percent Members Performing (PMP) and the Percent Time Spent (PTS). CODAP groups survey respondents according to their similarity of task performance, and our analysts study these groupings to identify distinct jobs. Further, we can provide PMP and PTS information for any subgroup. For example, we can easily determine the percent of E-5s or 3-skill-level or first-term airmen who perform each task, and estimate the average amount of job time they spend performing it. This is important because many of the applications of our data target particular subgroups within the career ladder.

Uses of Survey Data

Survey results are formally reported in an **Occupational Survey Report (OSR)** -- what you are currently reading -- but the OSR is by no means the only product of an occupational survey study. The OSR provides a high-level "snapshot" of an entire AFSC in a compact package, but it is not intended to provide the comprehensive information needed to support important decisions about a career field. That is the purpose of "data extracts", which are comprehensive, detailed sets of CODAP-generated reports designed for particular applications.

The Training Extract (TE)-- AFOMS survey data are essential to technical training professionals. The Training Extract provides information about what career ladder incumbents are actually doing in their jobs at each stage of their career, along with supporting information regarding when and how members should be trained to perform their jobs. The data found in the TE regarding first-job, first-term, and 3-skill level members are the *primary source of empirical information* available to support such decisions.

In addition to the JI, AFOMS produces two other surveys that directly support the training community. Depending on the size of the career ladder, a sample of at least 50 and frequently 100 or more 7-skill-level craftsmen is selected to complete a TE survey. A similar-sized sample of other 7-skill-level craftsmen is selected to complete a Task Difficulty (TD) survey.

The TE survey, like the JI, contains the complete career ladder task list, and, like the JI, respondents are asked to rate tasks on a 0 to 9 scale. Unlike the JI, however, respondents are asked to rate tasks based on how much emphasis they believe should be placed on that task for entry-level structured training. A "0" indicates the respondent's belief that no structured training is required for that task, while a "1" indicates the respondent's belief that very little emphasis be placed on providing structured training on that task. A rating of "9" indicates that it is essential to provide structured training on the task.

Structured training is defined as resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. The responses of the entire sample of raters are averaged for each task resulting in a TE rating for each task.

The TD survey also contains the full task list and requests that respondents rate each task on a scale of 1 to 9 ("1" is low, "9" is high); but this time, respondents are asked to rate the amount of time needed to learn to perform that task satisfactorily. In other words, as the name implies, TD is an indicator of how difficult the task is to learn to do. The sample's *average* TD for each task in the inventory is standardized with a mean rating of 5.0 and a standard deviation of 1.0.

When used in conjunction with the PMP and PTS for first-enlistment members, average TE and TD ratings provide insight into the appropriate training requirements for new personnel in the career ladder. These four indices (PMP, PTS, TE, and TD) are used to compute a composite index, the Automated Training Indicator (ATI), for each task. The ATI expresses in a single number between 1 and 18 ("1" is low, "18" is high) the importance of including training for that task in the initial resident technical course. ATIs allow training developers to quickly focus attention on those tasks that are most likely to qualify for resident course consideration. Further information concerning TE and TD ratings and ATIs for the entire task list can be found in the Training Extract that accompanies this OSR.

The major users of Training Extract information are attendees at Utilization and Training Workshops (U&TWs). The U&TW is a summit of representative career ladder, training, and classification leaders whose purpose is to evaluate current training efficiency and effectiveness in order to propose and approve changes to the Specialty Training Standard (STS) or Course Training Standard (CTS), particularly with regard to 3-skill level training, and to address utilization issues. The AFSC's job description in Attachment 6 of AFMAN 36-2108, *Enlisted Classification*, is reviewed in light of the survey data and appropriately revised to reflect the jobs being performed by the career ladder members.

Part of the process of compiling the Training Extract involves the *STS matching* process, during which technical school personnel match JI tasks to STS elements; that is, they tell us what particular task or tasks correspond to each STS element when it is covered in training. This is especially useful when STS performance codes are being reviewed for the 3-skill level course. For example, the U&TW attendees might be asked to consider adding a task performance code to an STS element that has only been trained to a knowledge level previously. Occupational survey data are an important input in determining the appropriate proficiency code. Separate Training Extracts are produced for Active Duty (AD), Air National Guard (ANG), and Air Force Reserve component members.

The Specialty Knowledge Test (SKT) Extract -- AFOMS survey data are key to ensuring that SKTs are valid. SKTs are an important part of the Weighted Airman Promotion System (WAPS). Because an airman's test score is frequently the deciding factor in determining who is promoted, SKTs must be valid, fair, and credible.

In terms of SKTs, *valid* means that every question on the test is tied to a task which has been shown to be important to successful performance in the specialty. This tie is crucial to documenting the validity of SKT content.

AFOMS surveys provide test writers with information on what percentage of airmen are performing tasks (PMP), an estimate of how much job time they spend performing tasks (PTS), how difficult tasks are to master (TD), and the importance of formal training on tasks (TE). This information is combined to produce a composite index called the Predicted Testing Importance (PTI). Those tasks that are rated highest in PTI are ones that are high in all four of our primary indices -- PMP, PTS, TD, and TE -- exactly the kinds of tasks that one would consider job-essential and critical for incumbents to know and thus be tested on. PTI information is used for minor test revisions; how it is used will be explained shortly.

Field-validated testing importance (FVTI) data are produced for major test revisions. Approximately 6 months before the start of test development, a sample of 100 senior career field NCOs are sent a survey containing a list of tasks rated highest in PTI. Respondents are asked to provide a 1-7 rating ("1" is low, "7" is high) of how important they believe it is to include a question concerning that task on the SKT. The responses are averaged for each task, yielding the FVTI index -- a direct measure of the opinions of career field experts as to what constitutes "job-essential" knowledge.

PTI and FVTI information is included in the SKT Extract which is specifically tailored for use by the SKT teams who come to AFOMS to write the promotion examinations. Two sets of reports are prepared -- one set uses only data for E-5s and the other uses combined data for E-6s and E-7s. Each report gives the SKT team information on every task's PMP, PTS, and PTI, and, for major test revisions, FVTI data. Occupational survey data are thus the only objective source of information available to the team regarding how to make the test they write meet legal requirements for validity and fairness.

The Analysis Extract -- The Analysis Extract is an archive of all the data collected in the course of a study that are not incorporated in one of the other extracts. We typically produce separate Analysis Extracts for AD and ANG/AFRC members. The Analysis Extract is usually an enormous document, a compilation of the many reports that "slice and dice" the data in virtually every potentially useful way. Just about any question anyone has regarding career ladder work, personnel, or training and utilization issues can be answered by consulting one or another of the reports in the Analysis Extract.

The Occupational Survey Report – This document, the Occupational Survey Report (OSR), captures survey data and analysis both in breadth and depth. For ease of reading, the first half of the OSR concentrates on breadth with compelling factors and implications across the specialty. The ensuing appendices show depth with regard to these factors and implications, primarily in tabular format. Where appropriate, highlights of the tables are contained in the body. The reader will find tables in their entirety in the appendices.

OCCUPATIONAL SURVEY REPORT (OSR)
AERIAL GUNNER
(AFSC 1A7X1)

This is a report of an occupational survey of the Aerial Gunner career ladder, conducted by the Occupational Analysis Flight, AFOMS. The OSR reports the findings of current data that are available for use in guiding the development and evaluation of training and support planned changes within this career ladder. In addition, the data are used to support SKT development.

Career Ladder Background

According to the Specialty Description in AFMAN 36-2108, *Enlisted Classification*, dated 31 October 2001, personnel in this career ladder inspect, operate, and secure armament systems and subsystems, and perform aircrew functions under training, combat, or testing conditions.

The initial technical training school for this AFSC is located at Kirtland AFB NM. The E3ABR1A731 005, Basic Aerial Gunner (BAG) course is 23 days long and prepares selected airman for performing the duties and responsibilities of an Aerial Gunner.

Entry into AFSC 1A7X1 requires an Armed Forces Vocational Aptitude Battery (ASVAB) "Electronic" score of 46 or "Mechanical" score of 55 and a Strength requirement of "J" (weight lift of 60 lb). For award and retention in this AFSC, physical qualification for aircrew duty according to AFI 48-123; qualification for aviation service according to AFI 11-402; and eligibility for a Secret security clearance according to AFI 31-501.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2497, dated December 2001. During the development of the comprehensive task list, 20 subject-matter experts were interviewed from two operational bases and one training unit. In addition to the standard background questions, the survey requested the following information: base and command of assignment; standard background questions, including job satisfaction and reenlistment intentions, separation and reenlistment factors; number of deployments and days TDY; job title; organizational level, airframe currently qualified on, airframe previously qualified on, total number of flight hours accrued as a gunner, and AFSC held prior to merger. The inventory listed 325 tasks grouped under 12 duty headings and a background section. (The complete task list is available on the CD-ROM containing the products from this study.)

BASE	REASON FOR VISIT
Kirtland AFB NM	Technical Training School
Nellis AFB NV	ACC population representation
Hurlburt Fld FL	Large population of AFSOC members

1A7X1 Survey Administration

From December 2001 to April 2002, the survey control monitor at the technical training school and operational bases administered the inventory to all eligible DAFSC 1A731, 1A751, and 1A771 AD, ANG, and AFRC personnel. Members ineligible to take the survey included the following: (1) hospitalized members; (2) members in transition for a permanent change of station; (3) members retiring within the time the inventories were administered to the field; and (4) members who had been in their present jobs for less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

Survey Sample

The data on survey returns were examined to ensure that the final sample reflected an accurate representation across major commands (MAJCOMs), paygrades, and skill levels. Table 1 shows the distribution of the survey sample by MAJCOM, while Table 2 reflects the survey distribution by paygrade groups. Table 3 reveals the final sample distribution by skill level. Table 4 displays the component characteristics for the AD, ANG, and AFRC members in the final sample.

TABLE 1

MAJCOM REPRESENTATION OF TOTAL SAMPLE		
COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
AFSOC	75	69
AETC	11	10
ACC	11	9
PACAF	3	5
ANG	**	2
AFRC	**	5
TOTAL ASSIGNED*		349
TOTAL ELIGIBLE		326
TOTAL SURVEYS MAILED		326
TOTAL IN SAMPLE		155
PERCENT OF ASSIGNED IN SAMPLE		44
PERCENT OF ELIGIBLE IN SAMPLE		48
PERCENT OF MAILED IN SAMPLE		48

*   As of Dec 01
**   Less than 1 percent

TABLE 2

PAYGRADE DISTRIBUTION OF SAMPLE		
PAYGRADE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
E-1 – E-2	0	0
E-3	0	0
E-4	4	4
E-5	42	41
E-6	32	31
E-7	16	18
E-8	5	5
E-9	1	1

TABLE 3

SKILL-LEVEL DISTRIBUTION OF SAMPLE		
SKILL LEVEL	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
1A700	1	1
1A731	5	1
1A751	64	60
1A771	29	37
1A791	1	1

TABLE 4

COMPONENT CHARACTERISTICS			
	AD	ANG	AFRC
ASSIGNED	300	24	25
SURVEYED	282	20	24
SAMPLE	144	3	8
% OF SURVEYED	51	15	33

The Command, Paygrade, and Skill-Level distributions of the survey sample are close to the percent assigned indicating that the sample is a true representation of the career ladder population assigned to the MAJCOMs.

1A7X1 JOB STRUCTURE

The first step in the analysis process is to identify the career ladder structure in terms of the jobs performed by the respondents. CODAP creates an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group or forms new groups based on the similarity of tasks and time spent ratings. Human analysis of the final output, aided by additional measures of similarities and differences between groups, determines the final job structure of the career field as described here.

The basic group used in the hierarchical clustering process is the ***Job***. The structure of the career ladder is then defined in terms of jobs. The job structure resulting from this grouping process can be used to evaluate the changes that have occurred in the AFSC since the previous OSR. It can also be used to guide future changes in the AFSC. The above terminology will be used in the discussion of the AFSC 1A7X1 career ladder.

Specialty Job

Based on the analysis of tasks performed and the amount of time spent performing each task, one job was identified within the Aerial Gunner career ladder. A written outline of the job structure follows. The stage (STG) number shown beside the title references computer-printed information. The letter "N" represents the number of members in the job. The link for the job name listed below includes a detailed description of the job, including demographic information and a listing of representative tasks performed.

I. AERIAL GUNNER JOB (STG 001, N=155)

SKILL AND EXPERIENCE ANALYSIS

An analysis of DAFSC groups in conjunction with the analysis of the career ladder structure is an important part of each OSR. This information may be used to evaluate how well career ladder documents, such as AFMAN 36-2108, *Enlisted Classification*, reflect what career ladder personnel are actually doing in the field. Because the survey had such low numbers for 3- and 9- skill levels, they weren't included in this report.

Duties

Table B1 - Time spent on duties by AD members of skill-level groups:

- AD members at both skill levels spend most of their time performing tasks in Duty B (Performing General Aerial Gunner Operations)

- AD 7-skill-level members spend 11% of their time performing Management and Supervisory Activities (Duty L), slightly more than DAFSC 1A751 members

Tasks

Table B2 – Tasks performed by AD 1A751 members:

- Mainly in Duty B (Performing General Aerial Gunner Operations)

Table B3 – Tasks performed by AD 1A771 members:

- Tasks being performed by highest percentages of 7-skill-level members very similar to tasks being performed by 5-skill-level members

TRAINING ANALYSIS

Occupational survey data are a source of information that can assist in the development or evaluation of training programs for both entry-level and advanced members. In particular, the factors used to evaluate entry-level member training include the jobs that are being performed by first-enlistment personnel (1-48 months' TAFMS), the overall distribution of first-enlistment personnel across career ladder jobs, the percent of first-enlistment members who perform specific tasks, and ratings of relative training emphasis (TE) and task difficulty (TD). (TE and TD ratings are discussed in the Task Factor Administration section of this OSR.)

As stated in the executive summary, there was only one individual captured in the 1-48 months TAFMS, so training analysis could not be completed. However, data for 49-96 and 97+ months TAFMS was collected and can be used by personnel in the career ladder for development of the STS and Career Development Courses (CDCs).

Task Factor Surveys

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is also used to evaluate those tasks that should be taught in formal training. To obtain the needed task factor data, selected DAFSC 1A7X1 members (generally E-6 or E-7 craftsmen) completed either a training emphasis (TE) or task difficulty (TD) survey.

Task Factor Administration

TE and TD data can help training development personnel decide which tasks to emphasize for entry-level, structured training (resident technical schools, field training detachments, mobile training teams, formal OJT, or any other organized training method). For example, tasks receiving high TE and TD ratings generally warrant resident training if they are also performed by a moderate-to-high percentage of first-enlistment members. Tasks receiving high TE and/or TD ratings but being performed by relatively low percentages of first-enlistment members may be more appropriately planned for structured OJT programs within the career ladder. Low TE and/or TD ratings may highlight tasks best omitted from training for new personnel. These task factors are, of course, not the only ones to weigh in making training decisions; the percentages of personnel performing the tasks, command concerns, the criticality of the tasks, and other important factors must also be carefully considered.

Training Emphasis (TE) — degree of emphasis that should be placed on each task for structured training of entry-level members:

- Twenty-one DAFSC 1A7X1 senior noncommissioned officers (NCOs) rated tasks in inventory on a scale from 0 (no training required) to 9 (extremely high training emphasis)

- Average TE rating was 2.90 with a standard deviation of 2.05

- If a task has a TE rating at least one standard deviation above the mean, that is, of at least 4.95, it is probably important to provide new personnel with formal training on that task

Table B4- Tasks with highest TE ratings

- Most tasks with high TE ratings are from Duty B (Performing General Aerial Gunner Operations) and involve gun systems.

Task Difficulty (TD) — Amount of time needed to learn to perform that task satisfactorily:

- Seventeen DAFSC 1A7X1 senior NCOs rated difficulty of tasks in inventory using a scale from 1 (extremely low difficulty) to 9 (extremely high difficulty)

- TD ratings are normally adjusted so that tasks of average difficulty have a value of 5.00 and a standard deviation of 1.00

    - Any task with a difficulty of 6.00 or greater is therefore considered difficult to learn

Table B5 - Tasks with highest TD ratings:

- Also lists percent members performing these tasks by groups of 1-48 months' TAFMS, as well as members of the 5- and 7-skill-level groups

- Most tasks with high TD ratings are from Duty B (Performing General Aerial Gunner Operations) and Duty D (Performing Rotary Wing Operations).   Some of the tasks with high TD are: perform day or night water operations, perform desert landing or limited visibility brown-out operations, and perform shipboard operations

JOB SATISFACTION ANALYSIS

An examination of job satisfaction indicators can give career ladder managers a better understanding of factors that may affect the job performance of career ladder airmen. The survey included attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions.

Job Satisfaction

Overall = Good

Table B6- Job satisfaction data by job groups identified in **1A7X1 JOB STRUCTURE** section of this report:

- Expressed job interest and sense of accomplishment from job rated high while there was a slight decrease in percentages when looking at perceived use of training

Table B7 - Displays comparative job satisfaction data between the current 1A7X1 OSR data and members from a similar AFSC surveyed in the previous 12 months. (Only one AFSC met this criterion–AFSC 1C3X1, Command Post.) The results from the comparison data are summarized below:

- Overall, job satisfaction ratings for the 1A7X1 members are higher compared to the 1C3X1 members

PREDICTIVE RETENTION ANALYSIS

JIs also routinely collect information about factors that affect reenlistment and separation decisions. That is, respondents who say that they are likely to reenlist at the end of their present term (and those not eligible for retirement) are asked to indicate whether each of 31 different factors will have any effect on their intended decision and, if so, the degree to which each factor may influence their decision to reenlist. Respondents who indicate that they are likely to separate at the end of their present term (and those not eligible for retirement) are asked to indicate whether each of 31 different factors will have any effect on their intended decision and, if so, the degree to which each factor may influence their decision to separate. The degree is indicated on a 3-point scale ranging from "slight influence" to "strong influence."

Reenlistment

Table B8 - Lists the 31 factors in the order they appeared in the survey. The percent selecting each factor and the average rating for each factor by TAFMS group based on how much each factor may influence their decision to reenlist are also shown:

- Top 5 reasons members may choose to reenlist based on the highest percentages selecting each factor are listed below Table 12

  - Pay and allowances, esprit de corps/morale, military lifestyle, and retirement benefits appeared for both TAFMS groups as top reasons for reenlisting

Separation

Table B9 - Displays the percentage of the members for each TAFMS group indicating that their plans to separate may be influenced by each factor as well as the average ratings by TAFMS group for the 31 factors based on the influence each factor may have on the respondents' decisions to separate:

- Top 5 reasons members in each TAFMS group may choose to separate based on the highest percentages selecting each factor are listed below Table 13

  - Civilian job opportunities, location of present assignment, and work schedule were the top three factors that may influence the respondents' decisions to separate for 49-97 months' TAFMS

  - Enlisted evaluation system, senior Air Force leadership, and unit manning were the top three factors that may influence the respondents' decisions to separate for 97+ TAFMS

APPENDIX A

AERIAL GUNNER JOB (STG 001)
N=155 (100% of TOTAL SAMPLE)

DEMOGRAPHICS

Average Time in Present Job	54 months	
Average TAFMS	169 months	
Predominant Paygrades	E-5	41%
	E-6	31%
	E-7	18%
Skill Levels	1A751	61%
	1A771	37%

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED* *124*	PERCENT MEMBERS PERFORMING
B0046	Clear malfunctioned or jammed gun systems	100
B0048	Detect and clear gun malfunctions during emergency procedures	99
B0059	Isolate mechanical malfunctions of jammed gun systems	97
B0065	Operate night vision equipment	96
J0225	Fire small arms for qualification or to maintain proficiency	96
E0143	Inspect ammunition for serviceability	95
B0060	Load ammunition into containers	94
B0094	Troubleshoot guns during training or aerial operations	93
B0066	Operationally or mechanically check gun systems	92
B0080	Perform preflight inspections of life support equipment	92
B0049	Dispense countermeasures	92
B0067	Participate in aerial gun operation predeparture briefings	91
B0095	Unload aerial gun munitions from aircraft	90
B0055	Inspect night vision equipment	90
B0084	Place ammunition into ammunition storage drawers or containers	89
B0083	Perform visual inspections of cargo or cabin areas for foreign object damage (FOD) materials	89
A0016	Perform crew resource management (CRM) activities	88
B0062	Load and position aerial gun munitions onto aircraft	88
B0085	Postflight aerial gun systems	87
E0150	Load or unload ammunition into or from gun systems	87
B0088	Preflight aircraft for aerial gun operations	86
B0054	Inspect ammunition storage drawers or containers	85
B0070	Perform anti-hijacking procedures	83
B0073	Perform defensive system operations	83
B0076	Perform in-flight emergency procedures	79
G0176	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	78
B0047	Conduct passenger or team briefings	77
B0086	Postflight aircraft after aerial gun operations	76
E0149	Load or unload ammunition cans onto or from aircraft	75
B0071	Perform area defensive suppressive fire activities	74
B0063	Monitor aircraft start-up or shut-down procedures	72

APPENDIX B

TABLE B1

TIME SPENT ON DUTIES BY AD MEMBERS OF AFSC 1A7X1 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)

DUTIES		AD 1A751 (N=93)	AD 1A771 (N=48)
A	PERFORMING GENERAL AIRCRAFT ACTIVITIES	11	10
B	PERFORMING GENERAL AERIAL GUNNER OPERATIONS	41	34
C	PERFORMING FIXED WING OPERATIONS	8	2
D	PERFORMING ROTARY WING OPERATIONS	11	13
E	LOADING OR UNLOADING MUNITIONS AND WEAPONS	7	6
F	TRANSPORTING, HANDLING, AND STORING MUNITIONS	2	2
G	PERFORMING OPERATIONS MANAGEMENT ACTIVITIES	3	4
H	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	3	3
I	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	2
J	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	5	4
K	PERFORMING TRAINING ACTIVITIES	3	9
L	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	5	11

TABLE B2

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 1A751 PERSONNEL

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED 109*	PERCENT MEMBERS PERFORMING (N=93)
B0069	Perform aircraft scanning duties	100
B0091	Safe and clear gun systems	100
B0087	Preflight aerial gun systems	100
B0046	Clear malfunctioned or jammed gun systems	100
B0040	Arm or dearm gun systems	99
B0048	Detect and clear gun malfunctions during emergency procedures	99
B0061	Load guns during training or aerial operations	98
B0059	Isolate mechanical malfunctions of jammed gun systems	98
B0051	Fire guns during aerial operations	97
B0064	Monitor guns during training or aerial operations	96
J0225	Fire small arms for qualification or to maintain proficiency	96
B0062	Load and position aerial gun munitions onto aircraft	95
B0065	Operate night vision equipment	95
B0049	Dispense countermeasures	95
B0060	Load ammunition into containers	94
B0095	Unload aerial gun munitions from aircraft	94
E0143	Inspect ammunition for serviceability	92
B0094	Troubleshoot guns during training or aerial operations	92
B0067	Participate in aerial gun operation predeparture briefings	91
B0066	Operationally or mechanically check gun systems	91
B0084	Place ammunition into ammunition storage drawers or containers	90
B0080	Perform preflight inspections of life support equipment	90
B0077	Perform in-flight operations in aircrew eye and respiratory protection system (AERPS) equipment	90
A0016	Perform crew resource management (CRM) activities	87
B0085	Postflight aerial gun systems	86
E0150	Load or unload ammunition into or from gun systems	86
B0055	Inspect night vision equipment	86
B0083	Perform visual inspections of cargo or cabin areas for foreign object damage (FOD) materials	85
B0088	Preflight aircraft for aerial gun operations	83
B0054	Inspect ammunition storage drawers or containers	83
B0073	Perform defensive system operations	82
B0076	Perform in-flight emergency procedures	81
B0078	Perform in-flight checks of chaff or flare dispensers	78
J0249	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles, M-870 shotguns, 9mm pistols, or grenande launchers	78
E0149	Load or unload ammunition cans onto or from aircraft	76
B0070	Perform anti-hijacking procedures	74
A0008	Inspect emergency equipment	74
G0176	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	72
B0071	Perform area defensive suppressive fire activities	70

TABLE B3

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 1A771 PERSONNEL

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED 144*	PERCENT MEMBERS PERFORMING (N=48)
B0069	Perform aircraft scanning duties	100
B0051	Fire guns during aerial operations	100
B0040	Arm or dearm gun systems	100
B0065	Operate night vision equipment	100
B0046	Clear malfunctioned or jammed gun systems	100
E0143	Inspect ammunition for serviceability	100
B0060	Load ammunition into containers	100
J0225	Fire small arms for qualification or to maintain proficiency	100
B0087	Preflight aerial gun systems	98
B0091	Safe and clear gun systems	98
B0070	Perform anti-hijacking procedures	98
B0048	Detect and clear gun malfunctions during emergency procedures	98
B0059	Isolate mechanical malfunctions of jammed gun systems	98
B0055	Inspect night vision equipment	98
B0080	Perform preflight inspections of life support equipment	96
A0016	Perform crew resource management (CRM) activities	94
B0061	Load guns during training or aerial operations	94
B0084	Place ammunition into ammunition storage drawers or containers	94
B0083	Perform visual inspections of cargo or cabin areas for foreign object damage (FOD) materials	94
B0094	Troubleshoot guns during training or aerial operations	92
B0054	Inspect ammunition storage drawers or containers	92
B0095	Unload aerial gun munitions from aircraft	92
B0086	Postflight aircraft after aerial gun operations	92
B0047	Conduct passenger or team briefings	92
B0066	Operationally or mechanically check gun systems	90
E0150	Load or unload ammunition into or from gun systems	90
B0085	Postflight aerial gun systems	90
B0039	Apply intelligence information to mission planning	90
B0064	Monitor guns during training or aerial operations	88
B0067	Participate in aerial gun operation predeparture briefings	88
B0072	Perform cabin or cargo security activities	88
A0026	Perform operational risk management activities	88
B0088	Preflight aircraft for aerial gun operations	88
E0147	Inspect pyrotechnics	88
B0053	Hand launch pyrotechnics	88
G0176	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	88
B0056	Instruct aerial gunners	85
B0082	Perform tactical maneuver procedures	85
B0062	Load and position aerial gun munitions onto aircraft	83
B0073	Perform defensive system operations	83
B0049	Dispense countermeasures	83

TABLE B4

AFSC 1A7X1 TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

TASKS		TNG EMP	1-48 MOS TAFMS	TSK DIF
B0051	Fire guns during aerial operations	8.14	100	6.01
B0040	Arm or dearm gun systems	8.14	100	5.81
B0046	Clear malfunctioned or jammed gun systems	8.10	100	7.38
B0048	Detect and clear gun malfunctions during emergency procedures	8.10	100	7.07
B0091	Safe and clear gun systems	8.00	100	5.35
B0069	Perform aircraft scanning duties	7.62	100	6.43
B0087	Preflight aerial gun systems	7.62	100	5.57
B0076	Perform in-flight emergency procedures	7.52	100	6.36
B0059	Isolate mechanical malfunctions of jammed gun systems	7.43	100	6.91
B0094	Troubleshoot guns during training or aerial operations	7.43	100	6.54
B0080	Perform preflight inspections of life support equipment	7.43	100	4.60
B0045	Clear hot guns	7.33	100	6.86
B0061	Load guns during training or aerial operations	7.29	100	4.55
B0064	Monitor guns during training or aerial operations	7.29	100	5.31
E0150	Load or unload ammunition into or from gun systems	7.14	100	4.68
B0065	Operate night vision equipment	7.10	100	5.21
B0073	Perform defensive system operations	7.10	100	5.16
B0066	Operationally or mechanically check gun systems	7.10	100	5.28
B0082	Perform tactical maneuver procedures	7.10	100	6.15
B0085	Postflight aerial gun systems	6.90	100	4.27
B0055	Inspect night vision equipment	6.86	100	5.08
A0016	Perform crew resource management (CRM) activities	6.81	100	5.62
E0143	Inspect ammunition for serviceability	6.67	100	4.26
B0060	Load ammunition into containers	6.67	100	4.07
B0049	Dispense countermeasures	6.62	100	4.78
B0062	Load and position aerial gun munitions onto aircraft	6.62	100	3.81
B0088	Preflight aircraft for aerial gun operations	6.62	100	5.62
B0084	Place ammunition into ammunition storage drawers or containers	6.57	100	3.50

TE MEAN = 2.90; S.D. = 2.05; HIGH = 4.95

AFSC 1A7X1 TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

TASKS		TSK DIF	1-48 MOS TAFMS	5- SKL LVL	7- SKL LVL	TNG EMP
D0124	Perform day or night water operations	7.91	100	54	65	5.24
B0056	Instruct aerial gunners	7.76	0	33	85	4.24
D0125	Perform desert landing or limited visibility brown-out operations	7.72	100	51	69	5.05
D0132	Perform shipboard operations	7.46	100	44	48	4.29
B0046	Clear malfunctioned or jammed gun systems	7.38	100	100	100	8.10
B0071	Perform area defensive suppressive fire activities	7.14	100	70	79	6.14
B0048	Detect and clear gun malfunctions during emergency procedures	7.07	100	99	98	8.10
D0121	Perform alternate insertion and extraction (AIE) operations	7.04	100	54	75	5.67
B0039	Apply intelligence information to mission planning	7.00	100	69	90	4.86
B0059	Isolate mechanical malfunctions of jammed gun systems	6.91	100	98	98	7.43
J0211	Conduct contingency operation/mobility planning and execution system (COMPES) programs	6.88	0	5	8	.24
B0045	Clear hot guns	6.86	100	70	75	7.33
J0209	Complete operations plan (OPLAN) sourcing requirements	6.75	0	4	8	.24
B0050	Evaluate personnel for compliance with performance standards, other than for aerial gunner operations	6.73	0	19	56	2.10
K0262	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	6.72	0	4	29	1.43
B0057	Interpret air tasking orders	6.71	0	31	60	2.71
B0041	Assemble or disassemble gun systems	6.59	100	57	71	5.81
G0170	Evaluate new, modified, or prototype equipment	6.54	0	24	56	2.33
B0094	Troubleshoot guns during training or aerial operations	6.54	100	92	92	7.43
C0107	Troubleshoot TGM systems	6.50	0	37	23	1.90
C0108	Troubleshoot trainable gun hydraulic systems	6.48	0	37	21	1.71
D0129	Perform low-level navigation	6.46	0	38	75	4.90
B0058	Interpret map symbology	6.46	100	37	63	3.10
B0069	Perform aircraft scanning duties	6.43	100	100	7.62	

TD MEAN = 5.00; S.D. = 1.00; HIGH = 6.00

TABLE B6

JOB SATISFACTION INDICATORS FOR
IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)

	AERIAL GUNNER JOB (N=155) (STG 001)
EXPRESSED JOB INTEREST	
INTERESTING	96
SO-SO	3
DULL	1
PERCEIVED USE OF TALENTS	
EXCELLENT TO PERFECT	49
FAIRLY WELL TO VERY WELL	49
NONE TO VERY LITTLE	2
PERCEIVED USE OF TRAINING	
EXCELLENT TO PERFECT	59
FAIRLY WELL TO VERY WELL	39
NONE TO VERY LITTLE	2
SENSE OF ACCOMPLISHMENT FROM JOB	
SATISFIED	95
NEUTRAL	1
DISSATISFIED	4
REENLISTMENT INTENTIONS	
YES OR PROBABLY YES	78
NO OR PROBABLY NO	5
WILL RETIRE	17

TABLE B7

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 1A7X1
AND COMPARATIVE SAMPLE GROUP
(PERCENT MEMBERS RESPONDING)

	49-96 MONTHS' TAFMS		97+ MONTHS' TAFMS	
	2002 1A7X1 (N=13)	COMP SAMPLE (N=143)	2002 1A7X1 (N=130)	COMP SAMPLE (N=392)
EXPRESSED JOB INTEREST				
INTERESTING	100	64	96	69
SO-SO	0	21	4	17
DULL	0	15	0	13
PERCEIVED USE OF TALENTS				
EXCELLENT TO PERFECT	46	11	49	16
FAIRLY WELL TO VERY WELL	46	61	49	66
NONE TO VERY LITTLE	8	28	2	19
PERCEIVED USE OF TRAINING				
EXCELLENT TO PERFECT	54	10	61	18
FAIRLY WELL TO VERY WELL	38	73	38	65
NONE TO VERY LITTLE	8	17	1	17
SENSE OF ACCOMPLISHMENT FROM JOB				
SATISFIED	69	57	98	62
NEUTRAL	8	11	0	13
DISSATISFIED	23	31	2	25
REENLISTMENT INTENTIONS				
YES OR PROBABLY YES	77	57	77	53
NO OR PROBABLY NO	23	40	4	10
WILL RETIRE	0	3	19	38

Comparative sample of only Command Post career ladder surveyed in the last 12 months - AFSC 1C3X1

*Columns may not add up to 100 due to rounding

TABLE B8

COMPARISON OF REENLISTMENT FACTORS BY TAFMS GROUPS –
PERCENT OF RESPONDENTS SELECTING EACH FACTOR AND
AVERAGE SCORE AMONG THOSE SELECTING EACH FACTOR

31 FACTORS LISTED IN ORDER OF APPEARANCE IN SURVEY Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence	49-96 MONTHS' TAFMS (N=10)		97+ MONTHS' TAFMS (N=100)	
	Percent Selecting	Average	Percent Selecting	Average
MILITARY LIFESTYLE	60	2.00	60	2.20
PAY AND ALLOWANCES	70	2.00	57	2.39
BONUS OR SPECIAL PAY	50	2.00	45	2.24
RETIREMENT BENEFITS	50	2.00	68	2.66
MILITARY-RELATED EDU & TRNG OPPORTUNITIES	30	1.67	45	2.13
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	10	3.00	28	2.42
MEDICAL/ DENTAL CARE FOR AD MEMBER	50	2.00	51	2.35
MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS	50	2.00	47	2.40
BASE HOUSING	0	0	10	1.90
BASE SERVICES	0	0	17	1.88
CHILDCARE NEEDS	0	0	4	2.25
SPOUSE'S CAREER	0	0	7	2.43
CIVILIAN JOB OPPORTUNITIES	0	0	8	2.00
EQUAL EMPLOYMENT OPPORTUNITIES	0	0	9	2.11
NUMBER OF PCS MOVES	0	0	10	2.00
LOCATION OF PRESENT ASSIGNMENT	10	2.00	44	2.36
NUMBER/DURATION OF TDYS OR DEPLOYMENTS	40	2.75	28	2.07
WORK SCHEDULE	10	3.00	24	2.38
ADDITIONAL DUTIES	10	1.00	18	2.22
JOB SECURITY	40	2.25	54	2.67
ENLISTED EVALUATION SYSTEM	10	1.00	7	2.43
PROMOTION OPPORTUNITIES	40	2.00	30	2.43
TRAINING/EXPERIENCE OF UNIT PERSONNEL	10	3.00	21	2.19
UNIT MANNING	10	3.00	7	2.43
UNIT RESOURCES	0	0	7	2.43
UNIT READINESS	20	3.00	19	2.58
RECOGNITION OF EFFORTS	40	2.50	21	2.35
ESPRIT DE CORPS/MORALE	60	2.33	57	2.60
LEADERSHIP OF IMMEDIATE SUPERVISOR	20	3.00	21	2.76
LEADERSHIP AT UNIT LEVEL	10	3.00	21	2.65
SENIOR AIR FORCE LEADERSHIP	0	0	7	2.86

TOP 5 REASONS FOR MEMBERS REENLISTING BY TAFMS GROUP

49-96 MONTHS' TAFMS (N=10)	97+ MONTHS' TAFMS (N=100)
PAY AND ALLOWANCES	RETIREMENT BENEFITS

ESPRIT DE CORPS/MORALE	MILITARY LIFESTYLE
MILITARY LIFESTYLE	ESPRIT DE CORPS/MORALE
RETIREMENTS BENEFITS BONUS OR SPECIAL PAY MEDICAL/ DENTAL CARE FOR AD MEMBER MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS	PAY AND ALLOWANCES
NUMBER/DURATION OF TDYS OR DEPLOYMENTS	JOB SECURITY

TABLE B9

COMPARISON OF SEPARATION FACTORS BY TAFMS GROUPS – PERCENT OF RESPONDENTS SELECTING EACH FACTOR AND AVERAGE SCORE AMONG THOSE SELECTING EACH FACTOR

31 FACTORS LISTED IN ORDER OF APPEARANCE IN SURVEY Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence	49-96 MONTHS' TAFMS (N=3)		97+ MONTHS' TAFMS (N=5)	
	Percent Selecting	Average	Percent Selecting	Average
MILITARY LIFESTYLE	33	2.00	20	1.00
PAY AND ALLOWANCES	33	3.00	44	2.50
BONUS OR SPECIAL PAY	33	2.00	60	1.33
RETIREMENT BENEFITS	0	0	40	2.00
MILITARY-RELATED EDU & TRNG OPPORTUNITIES	0	0	20	1.00
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	67	1.50	20	3.00
MEDICAL/ DENTAL CARE FOR AD MEMBER	0	0	20	1.00
MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS	0	0	20	3.00
BASE HOUSING	0	0	20	2.00
BASE SERVICES	0	0	20	2.00
CHILDCARE NEEDS	0	0	20	1.00
SPOUSE'S CAREER	0	0	60	2.00
CIVILIAN JOB OPPORTUNITIES	67	3.00	20	3.00
EQUAL EMPLOYMENT OPPORTUNITIES	0	0	0	0
NUMBER OF PCS MOVES	0	0	0	0
LOCATION OF PRESENT ASSIGNMENT	67	2.50	20	3.00
NUMBER/DURATION OF TDYS OR DEPLOYMENTS	0	0	0	0
WORK SCHEDULE	67	2.50	0	0
ADDITIONAL DUTIES	33	2.00	40	2.50
JOB SECURITY	0	0	0	0
ENLISTED EVALUATION SYSTEM	33	2.00	80	2.25
PROMOTION OPPORTUNITIES	33	2.00	60	1.33
TRAINING/EXPERIENCE OF UNIT PERSONNEL	0	0	20	2.00
UNIT MANNING	0	0	60	2.33
UNIT RESOURCES	0	0	60	2.33
UNIT READINESS	0	0	20	3.00
RECOGNITION OF EFFORTS	33	1.00	40	3.00
ESPRIT DE CORPS/MORALE	0	0	40	3.00
LEADERSHIP OF IMMEDIATE SUPERVISOR	0	0	20	3.00
LEADERSHIP AT UNIT LEVEL	0	0	40	3.00

SENIOR AIR FORCE LEADERSHIP	0	0	80	2.25

TOP 5 REASONS FOR MEMBERS SEPARATING BY TAFMS GROUP

49-96 MONTHS' TAFMS (N=3)	97+ MONTHS' TAFMS (N=5)
CIVILIAN JOB OPPORTUNITIES	ENLISTED EVALUATION SYSTEM SENIOR AIR FORCE LEADERSHIP
LOCATION OF PRESENT ASSIGNMENT WORK SCHEDULE	UNIT MANNING UNIT RESOURCES
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	SPOUSE'S CAREER
PAY AND ALLOWANCES	BONUS OR SPECIAL PAY PROMOTION OPPORTUNITIES